

CITY OF ARCADIA
BENEFITS SUMMARY - ARCADIA CITY EMPLOYEES ASSOCIATION (ACEA)
(04/01/2014 - 6/30/2018)

RETIREMENT – CalPERS

Optional contract benefits include:

- Post-Retirement Survivor Allowance § 21624 & 21626
- Third Level of 1959 Survivor Benefits § 21573
- Credit for Unused Sick Leave § 20965
- Pre-Retirement Option 2W Death Benefit § 21548 (employee pays .138% cost share)
- Military Service Credit as Public Service § 21024
- Military Service Credit for Retired Persons § 21027

Tier I Retirement Benefits (hired prior to 07/01/2011)

- 2.5% @ 55 formula
- Employee pays 7% of employer cost through cost-share
- Employee pays 1% of employee cost
- EPMC: 7% paid by City is reported as special compensation
- Single highest year calculation
- For eligible employees: employee & spouse retiree medical benefits until Medicare eligible

Hybrid Retirement Benefits (hired 7/1/2011-10/8/2011)

- 2.5% @ 55 formula
- Single highest year calculation
- 8% Employee Share paid by Employee

Tier II Retirement Benefits (hired on or after 10/9/2011)

- 2% @ 60 formula
- 3 Year Final Compensation
- 7% Employee Share paid by Employee

New CalPERS Members PEPRA (hired on or after 01/01/2013)

- 2% @ 62 formula
- 3 Year Final Compensation
- 6.75% Employee Share paid by Employee (50% of normal cost)

SICK LEAVE

Accruable – 3.693 hour per pay period

Max. accumulation – 1,500 hours

No Buyback

VACATION

<u>Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Per Yr</u>	<u>Max Accrual</u>
0-5	3.07	80	200
6-10	4.61	120	300
11-15	5.23	136	340
15+	6.15	160	400

Max. accumulation – amount accruable in 65 pay periods (2 ½ years).

City will buy back vacation equal to amount taken during the year, not to exceed 80 hours.

HOLIDAYS

New Year's Day	13 Days (hours vary each year)
Presidents Day	Friday following Thanksgiving Day
Memorial Day	Christmas Eve – 4 hours
Independence Day	Christmas Day
Labor Day	New Year's Eve – 4 hours
Veteran's Day	Floating Holiday – MLK's birthday
Thanksgiving Day	Floating Holiday – Admission Day
	Floating Holiday – Employee B-day

TUITION LOAN/REIMBURSEMENT (Fiscal Year)

Maximum loan or reimbursement, including on campus parking fees and textbooks shall be paid at the rate of \$4,126 for undergraduate courses and \$5,062 for graduate courses. Courses, specialized training, or degree programs must be job related and pre-approved by Department Head and Human Resources Administrator.

BILINGUAL PAY

Up to 9 employees @ \$37.10/pp

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical Plans and Delta Dental Plans
- Benefit allowance of \$897/month
- Benefit allowance effective July 1, 2015, \$934/month
- Benefit allowance effective July 1, 2016, \$972/month
- Balance can be taken as cash back or applied to a deferred compensation plan

VISION INSURANCE (Vision Service Plan)

City paid vision plan for employee and dependents

LIFE INSURANCE (The Standard Insurance)

\$25,000 Life & AD&D benefit

Additional Voluntary Life plans available through carrier

LONG TERM DISABILITY (The Standard Insurance)

Maximum benefit \$1,300/month

90-day benefit waiting period

Optional Buy-Up plan available

STABILITY PAY

Maximum of \$500 for employees hired before 01/01/84

LONGEVITY PAY

Based on the following formula:

<u>Completed Years of Service</u>	<u>Amount Per Pay Period</u>
5 – 9 Years	\$42.02
10 – 14 Years	\$63.04
15 Years and beyond	\$84.06

DEFERRED COMPENSATION

Income may be deferred through plans with ICMA-RC and/or Nationwide Retirement Solutions.

UNIFORMS

Provided to some classifications – See MOU. Replace as needed.

All employees not requiring uniforms shall receive one polo shirt yearly

COMPUTER LOAN PROGRAM

Up to \$2,500 interest free loan and payroll deduction

HEALTH & DEPENDENT CARE SPENDING ACCOUNTS

Maximum \$2,500 Health/\$5,000 Dependent Care annually for 2013

Sign up during Open Enrollment – Calendar Year Plans

EMPLOYEE ASSISTANCE PROGRAM

Through Managed Health Network